

Ministry of Labour



Industrial Relations Division
Office of Collective Bargaining Information

**ONTARIO
COLLECTIVE BARGAINING
REVIEW - 1990**

JULY 1991

This report reviews collective bargaining developments in Ontario in 1990. It describes the economic climate in which collective bargaining took place, and presents the following information: the extent of bargaining and the stages at which settlements were reached; the duration of negotiations and term of agreements; the key negotiations; the wage changes in major agreements and the incidence of work stoppages.

ECONOMIC CLIMATE

Collective bargaining in Ontario in 1990 took place in a climate of declining economic growth. In 1990, Ontario's real gross domestic product expanded by .5%, a drop of over 2.5 percentage points from 3.2% in 1989. Furthermore, the province's economy entered into a recession in the second quarter of the year. On an annual basis, real growth in Ontario declined by .3% in the second quarter and by 4.8% and 6.7% in the third and fourth quarters respectively.

The slowdown in the economy is also indicated by the relatively high levels of unemployment throughout the year. Ontario's unemployment rate rose from 5.1% in 1989 to 6.3% a year later. Most of the increase in the unemployment level occurred during the latter half of the year. The unemployment rate stood at 5.8% in June and peaked at 7.8% in December.

Inflation in Ontario averaged 4.8% in 1990, down from 5.9% in 1989 and 4.7% in 1988. During the second, third and fourth quarters, the annual inflation rate remained below 5% in Ontario.

COLLECTIVE BARGAINING SETTLEMENTS

The records of the Office of Collective Bargaining Information show that 3,880 agreements, covering 699,592 employees, were ratified in 1990. These agreements represent 40% of the 9,618 agreements on file in the Office's Collective Agreements Library.

Of the 3,880 agreements ratified, renewal agreements accounted for 3,539 or 91%, and covered 97% of all employees covered; 299 or 8% were first agreements; and the remaining 42 were extensions of existing agreements.

In terms of employees covered, the 1990 bargaining scene was concentrated in construction, education and related services, transportation equipment, provincial government, health and welfare, and retail trade. In each of these industries, 50,000 or more employees concluded collective agreements. (See Table 1.)

STAGE OF SETTLEMENT

The vast majority of the agreements, 95%, covering 88% of all employees, were settled without a work stoppage.

Forty-six percent of the agreements were settled through direct bargaining; 41% were settled by the parties with the assistance of a conciliation officer, mediator, or fact finder; and 7.2% were settled at arbitration. (See Table 2.)

TABLE 1
NUMBER OF COLLECTIVE AGREEMENTS RATIFIED IN 1990 AND EMPLOYEES COVERED,
BY INDUSTRY

INDUSTRY	AGREEMENTS		EMPLOYEES COVERED	
	NUMBER	PERCENT	NUMBER	PERCENT
ALL INDUSTRIES	3,880	100.00	699,592	100.00
MANUFACTURING	1,260	32.47	192,584	27.52
FOOD, BEVERAGES	156	4.02	13,454	1.92
TOBACCO	3	0.07	749	0.10
RUBBER, PLASTICS	38	0.97	4,340	0.62
LEATHER	12	0.30	3,172	0.45
TEXTILE	40	1.03	6,428	0.91
KNITTING MILLS	11	0.28	896	0.12
CLOTHING	25	0.64	1,927	0.27
WOOD	58	1.49	4,306	0.61
FURNITURE, FIXTURES	43	1.10	4,151	0.59
PAPER	78	2.01	10,259	1.46
PRINTING, PUBLISHING	143	3.68	8,830	1.26
PRIMARY METALS	45	1.15	18,580	2.65
FABRICATED METALS	183	4.71	11,474	1.64
MACHINERY	63	1.62	3,256	0.46
TRANSPORTATION EQUIPMENT	84	2.16	75,488	10.79
ELECTRICAL PRODUCTS	73	1.88	8,869	1.26
NON-METALLIC MINERAL	97	2.50	7,786	1.11
PETROLEUM, COAL	11	0.28	967	0.13
CHEMICALS	62	1.59	4,652	0.66
OTHER MANUFACTURING	35	0.90	3,000	0.42
NON-MANUFACTURING, EXCLUDING CONSTRUCTION	2,497	64.35	392,487	56.10
FORESTRY	8	0.20	623	0.08
MINING, QUARRYING	38	0.97	4,706	0.67
TRANSPORTATION	132	3.40	20,118	2.87
STORAGE	16	0.41	351	0.05
COMMUNICATIONS	14	0.36	13,524	1.93
ELECTRIC, GAS, WATER	90	2.31	24,387	3.48
WHOLESALE TRADE	154	3.96	4,931	0.70
RETAIL TRADE	158	4.07	47,571	6.79
FINANCE	23	0.59	744	0.10
REAL ESTATE, INSURANCE AGENCIES	58	1.49	1,738	0.24
EDUCATION, RELATED SERVICES	422	10.87	100,634	14.38
HEALTH, WELFARE SERVICES	652	16.80	57,488	8.21
RECREATIONAL SERVICES	44	1.13	1,987	0.28
MANAGEMENT SERVICES	30	0.77	9,626	1.37
PERSONAL SERVICES	22	0.56	862	0.12
ACCOMMODATION, FOOD SERVICES	114	2.93	8,587	1.22
OTHER SERVICES	168	4.32	3,624	0.51
FEDERAL GOVERNMENT	25	0.64	7,955	1.13
PROVINCIAL GOVERNMENT	14	0.36	63,829	9.12
LOCAL GOVERNMENT	315	8.11	19,202	2.74
CONSTRUCTION	123	3.17	114,521	16.36

TABLE 2
NUMBER OF COLLECTIVE AGREEMENTS SETTLED IN 1990 AND EMPLOYEES COVERED,
BY SETTLEMENT STAGE

SETTLEMENT STAGE	AGREEMENTS		EMPLOYEES COVERED	
	NUMBER	PERCENT	NUMBER	PERCENT
ALL AGREEMENTS	3,880	100.00	699,592	100.00
DIRECT BARGAINING	1,802	46.44	198,887	28.42
CONCILIATION	631	16.26	50,086	7.15
POST CONCILIATION BARGAINING	262	6.75	80,145	11.45
MEDIATION	601	15.48	171,313	24.48
POST MEDIATION BARGAINING	77	1.98	27,883	3.98
FACT FINDER AND POST FACT FINDER	14	0.36	9,110	1.30
COMPULSORY ARBITRATION	279	7.19	42,072	6.01
WORK STOPPAGE	178	4.58	85,508	12.22
FIRST AGREEMENT	2	0.05	23	0.00
OTHER	34	0.87	34,565	4.94

TERM OF AGREEMENT

Of the new agreements negotiated or arbitrated, 53%, covering 50% of all employees affected by 1990 settlements, were for a 24-month duration; 21%, covering 22% of the employees, were for a 36-month term; while 15%, covering 14% of the employees, were for a 12-month term. Fifty-three agreements covering 5,292 employees were for terms of over 36 months.

TABLE 3
NUMBER OF COLLECTIVE AGREEMENTS RATIFIED IN 1990 AND
EMPLOYEES COVERED BY TERM OF AGREEMENT

TERM OF AGREEMENT	AGREEMENTS		EMPLOYEES COVERED	
	NUMBER	PERCENT	NUMBER	PERCENT
ALL AGREEMENTS	3,880	100.00	699,592	100.00
LESS THAN 12 MONTHS	30	0.77	2,834	0.40
12 MONTHS	599	15.43	101,198	14.46
13-18 MONTHS	68	1.75	4,157	0.59
19-23 MONTHS	105	2.70	50,498	7.21
24 MONTHS	2,071	53.37	349,089	49.89
25-35 MONTHS	143	3.68	30,693	4.38
36 MONTHS	811	20.90	155,831	22.27
OVER 36 MONTHS	53	1.36	5,292	0.75

DURATION OF NEGOTIATIONS

Information on duration of negotiations is available for collective agreements covering 200 or more employees. The 511 collective agreements ratified in 1990 that covered 200 or more Ontario employees took an average of 5.3 months to negotiate. Private sector agreements, which account for 50% of the total, were reached, on average, in 3.6 months compared to 7.0 months, on average, for public sector agreements. Only 2 private sector agreements took more than 9 months to negotiate, whereas 80 public sector agreements took more than 9 months.

TABLE 4
DURATION OF NEGOTIATIONS OF COLLECTIVE
AGREEMENTS COVERING 200 OR MORE ONTARIO
EMPLOYEES, RATIFIED IN 1990

A. DURATION OF NEGOTIATIONS	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
TOTAL	511	532,228	253	308,619	258	223,609
1-3 MONTHS	224	289,602	144	201,526	80	88,076
4-6 MONTHS	153	157,176	94	100,779	59	56,397
7-9 MONTHS	52	31,594	13	5,652	39	25,942
10-12 MONTHS	58	33,781	2	662	56	33,119
13 MONTHS AND OVER	24	20,075	.	.	24	20,075
B. AVERAGE DURATION OF NEGOTIATIONS, IN MONTHS	5.3		3.6		7.0	

KEY SETTLEMENTS OF 1990

Retail Trade

A total of 73 agreements covering just under 43,000 grocery workers expired in 1990. Although there are some variations, the pattern within the retail food industry was for 2-year settlements with wage increases in each year. Wage increases for full-time employees were pro-rated from 20¢ to 50¢ on the start rates, depending on the agreement, to \$1.00 on the top rates.

In 1990, agreements covering 200 or more employees in this sector provided for average annual increases ranging from 6.0% to 8.7%*.

The issue that was expected to dominate the talks, Sunday shopping, appears not to have been particularly contentious. The new agreement at Loblaw's provides that Sunday work will be entirely voluntary and paid at double-time. The contract reached at Zehrs also calls for work on Sundays to be performed on a voluntary basis. Initially, an hourly premium of \$1.50 for all Sunday work will

apply. Later, the premium will be modified to conform with the average premium eventually negotiated by the industry. The new agreement at National Grocer's Mr. Grocer franchises maintains their current double time provision for Sunday work.

Improvements were also obtained in health and welfare benefits including vision care, weekly indemnity, long term disability and pensions.

* Represents average annual increases in the top step of the full-time base rate classification.

Construction (Industrial-Commercial-Institutional Sector)

Agreements covering almost 83,000 construction workers in the industrial commercial and institutional sector were up for renewal in May 1990. The trend towards higher total package increases for Toronto workers compared to the rest of Ontario became more widespread in the 1990 settlements; 17 of the 25 trades negotiated a Toronto premium while only a few had done so in 1988. Wage package increases for the majority of civil trades (bricklayers, carpenters, labourers, operating engineers) were \$4.00 for Toronto area workers and \$3.00 for those outside Toronto.

After lengthy work stoppages, the "MESH" (mechanical (plumbers), electrical and sheet metal) trades obtained higher total package increases than the civil trades which had concluded settlements without work stoppages earlier in the bargaining round.

Moreover, within their own grouping, the "MESH" trades that settled later in the negotiations received higher increases. The Toronto package increases for the "MESH" trades, in the order in which the settlements were reached, are: sheet metal workers \$4.40; plumbers \$4.50; and \$4.60 for electricians.

Pulp and Paper

In the 1990 round of bargaining the Canadian Paperworkers chose Quebec based Stone-Consolidated Inc., rather than Abitibi Price, as the "target" company to set the pattern for the industry. In early July, employees at Stone-Consolidated Inc. ratified a three-year agreement with wage increases of 85¢ per hour in the first year, and 5.5 percent in each of the last two years.

Following work stoppages, similar settlements with the same monetary package as Stone-Consolidated Inc., were reached at Abitibi-Price Inc. in October and at Canadian Pacific Forest Products Ltd. and Quebec and Ontario Paper Co. in December. During November and December, agreements were ratified at E.B. Eddy Forest Ltd. and St. Mary's Inc., and Domtar Inc. Packaging Group at Red Rock without strikes.

At the centre of the labour disputes in the pulp and paper industry were two non-monetary matters. The first, the employers' demand for the so-called "run

through provision" in the Stone-Consolidated agreement, would enable the companies to operate the mills on certain designated holidays. In most cases, these holidays were Labour Day and New Year's Day. The second issue involved greater flexibility in work rules to permit skilled trades to perform any work for which he or she has the ability, regardless of trade.

The new agreements contain provisions dealing with the two key strike issues. While there is some variation among the settlements, the employer now has the option to run the mill on designated statutory holidays resulting in a reduction in the number of shutdown and start-ups. In addition to statutory holiday pay, employees working on these holidays receive triple time plus one unpaid holiday.

Generally, in exchange for increased flexibility in work assignments for the skilled trades, tradesmen receive adjustments of 15¢ to 50¢, depending on classification and an additional 50¢ per hour for tradesman on shift.

Primary Steel

The 1990 round of bargaining in the steel industry was characterized by lengthy strikes at both Stelco and Algoma.

The first settlement in the industry was ratified in November at Stelco's Hilton Works after a 92-day strike. Negotiations between Stelco and the United Steelworkers began with a dispute concerning the structure of bargaining. The company insisted on breaking the traditional practice of bargaining centrally with the union's joint bargaining committee. The United Steelworkers resisted Stelco's attempt to bargain on a plant by plant basis.

The new 3-year agreement at the Hilton Works provides for a 40¢ increase and 57¢ COLA fold-in in the first year, and wage increases of 15¢ and 10¢ in the second and third years. The union was also successful in retaining the COLA formula of 1¢ per 0.3 point change in the CPI - 1971=100, despite the company's efforts to modify it. An income sharing plan also formed part of the monetary package.

Several other significant improvements were part of the deal. Changes to the pension plan include the indexing of benefits for all current and future retirees which will be funded through the plan's surplus. Another major feature of the settlement was a composite of job and income security provisions including tougher restrictions on contracting out, severance pay and improvements in early retirement incentives, the sub plan and recall rights. The terms of settlement at Stelco's other plants were similar to those noted above for the Hilton Works.

Employees at Algoma's plants received a 30¢ increase and 31¢ COLA fold-in in the first year and 10¢ and 45¢ in the second and third with COLA advances of 50¢ in each year of the agreement. Unlike the Stelco agreements, the COLA formula which was 1¢ per 0.3 point change in the CPI - 1971=100 was changed to 1¢ per 0.125 point increase in CPI using 1981 as the base year. Pension indexing, an income sharing plan and restrictions on contracting out were also part of the Algoma settlements.

Automobile

Contracts covering over 60,000 employees at Ford, General Motors and Chrysler were renegotiated in 1990. The first settlement was reached after a 9-day strike at Ford. Under this new 3-year agreement, employees receive a 3% increase and \$1.67 COLA fold-in in the first year and 2% in each of the remaining years.

Given the uncertain economic climate, job and income security provisions such as advanced notice of job losses resulting from closures, technological change and contracting out; special income supplements of up to 3 years for workers who lose their jobs and severance payments ranging from \$25,000 to \$65,000 depending on the seniority of the worker were dominant features of the Ford settlement.

Both General Motors and Chrysler agreed to similar settlements without work stoppages.

Provincial Administration

The 8 agreements with the provincial government, covering 65,000 employees, provided for an overall average increase of 6.83% in 1990.

The working conditions and benefits agreement was also ratified in 1990. The settlement featured paid adoption and local president's leave, both of which are new to the contract. Other improvements stipulated in the contract are increased vacation entitlement and upgraded health and welfare benefits.

NEGOTIATED WAGE INCREASES

The 511 agreements ratified in 1990 that covered 200 or more employees provide for an average annual increase of 6.5% in base wage rates. The increase was up from 5.6% in 1989, 4.7% in 1988, and 3.9% in 1987.

TABLE 5

INCREASES NEGOTIATED IN MAJOR COLLECTIVE AGREEMENTS IN ONTARIO
COMPARED TO THE CANADA CPI AND ONTARIO CPI, 1985-1989

YEAR	NEGOTIATED WAGES			CPI	
	AVERAGE ANNUAL % INCREASES			ANNUAL % INCREASE	
	ALL SECTORS	PRIVATE SECTOR	PUBLIC SECTOR	CANADA	ONTARIO
1985	4.1	2.6	5.0	4.0	4.4
1986	4.2	3.8	4.5	4.1	4.4
1987	3.9	2.9	4.0	4.4	5.1
1988	4.7	4.6	4.7	4.1	4.7
1989	5.6	4.9	5.8	5.0	5.9
1990	6.5	6.3	6.8	4.8	4.8

CHART 1

NUMBER OF AGREEMENTS IN PUBLIC AND PRIVATE SECTORS
BY SIZE OF AVERAGE ANNUAL INCREASE

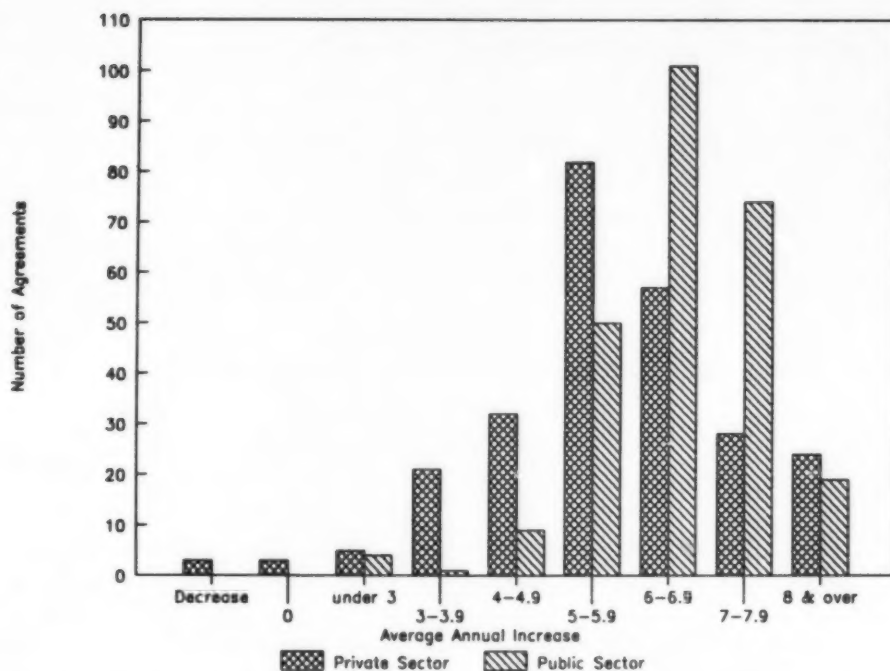
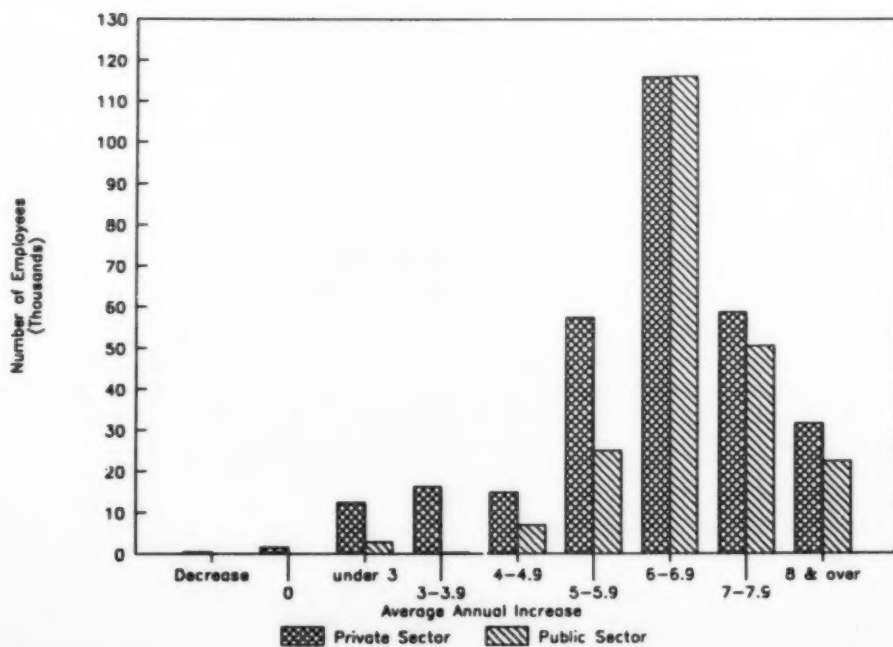


CHART 2

NUMBER OF EMPLOYEES COVERED IN
PUBLIC AND PRIVATE SECTOR SETTLEMENTS
BY SIZE OF AVERAGE ANNUAL INCREASE



As depicted in Charts 1 and 2 in 1990, the most frequent wage increase for the private sector in 1990 in terms of the number of agreements, was in the range of 5.0% to 5.9%, which was received by 19% of the employees covered by 32.4% of the agreements. With respect to the number of employees affected, 6.0%-6.9% represents the most frequent increase: 38% of the employees covered by 23% of the agreements. In the public sector, 52% of employees covered by 39% of the agreements received increases in the range of 6.0%-6.9%.

Overall, annual wage increases for agreements covering 200 or more employees averaged 7.0% in the first quarter, 6.6% in the second and third, and 5.9% in the fourth quarter.

Although varying by industry, annual wage increases for agreements without a Cost Of Living Allowance (COLA) tended to be higher than agreements with COLA. The 139 COLA agreements averaged 6.1% per year, while the non-COLA agreements averaged 6.7% per year.

For all manufacturing agreements, the average annual increase was 5.8%. The non-manufacturing sector, containing all the public sector agreements, averaged 6.6% per year. The 55 construction agreements reached in 1990 settled above the overall average at 7.1% per year. (See Table 6.)

WORK STOPPAGES

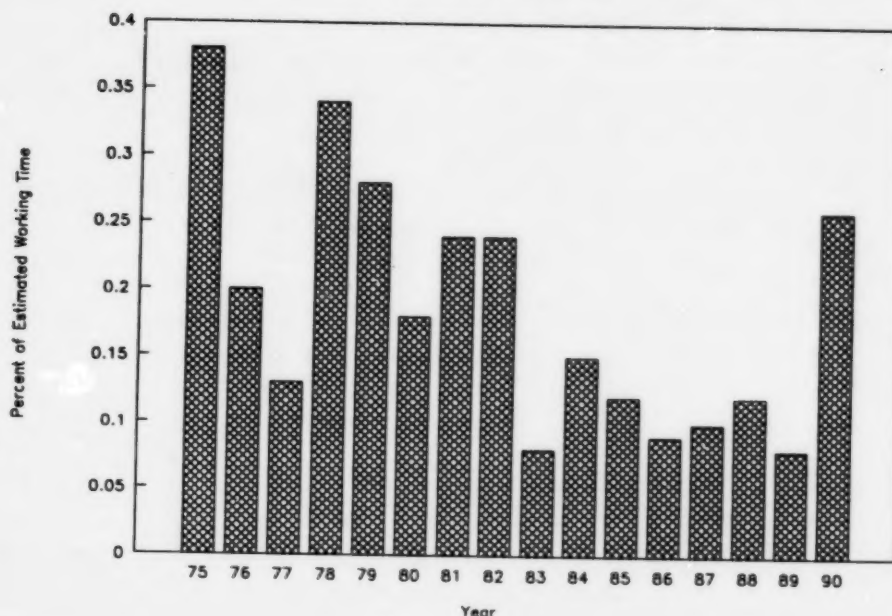
Data on work stoppages under Ontario jurisdiction show that in 1990 there were 218 work stoppages compared to 190 in 1989. These stoppages involved 81,022 employees and resulted in 2,957,640 person-days lost, a 14.7% increase in the number of stoppages and almost 3 1/2 times the number of person-days lost compared to 1989.

As Table 7 indicates, construction, primary metal, paper and allied industries with a total of 37 work stoppages, accounted for 78% of person-days lost in 1990.

Time lost through work stoppages in Ontario in 1989 represents 0.26% of the estimated total work time of Ontario's non-agricultural paid workforce. This represents an increase from 0.08% in 1989 and 0.10% in 1987.

CHART 3

PERSON-DAYS LOST AS A PERCENTAGE OF ESTIMATED
WORKING TIME, 1975-1990



OUTLOOK FOR 1991

Collective bargaining activity in 1991 will be heavier in terms of the number of expiries but lighter in terms of the number of employees affected than the previous year. A total of 4,157 agreements, covering 554,618 employees are scheduled to expire during the year, compared to 3,295 agreements covering 637,460 employees in 1990. Principal industry sectors in which contract talks will take place include health and welfare services, education and related services, transportation, and the federal government.

According to the latest provincial treasury forecast, the recession will continue until the third quarter of this year. In 1991 the province's economy is expected to decline in real terms by 3.3%. The unemployment and inflation rates are both predicted to rise from their 1990 level to 10% and 5.6% respectively.

Wage data from the early part of 1991 indicate that the recession is exerting a downward pressure on wage demands, despite the inflationary impact of the Goods and Services Tax (GST). Settlements reached in the first quarter of 1991 averaged 6.3% per year, down slightly from the 1990's overall average of 6.5%. Based on preliminary data, settlements reached in the second quarter of 1991 provided for an average annual increase of 5.1% on base wage rates.

Economic contraction, the US-Canada free trade deal and the possible trade agreement with Mexico are some of the key factors that are expected to have a significant impact on collective bargaining in 1991. Given the current economic environment, workers will likely be demanding greater job security, including

TABLE 6

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN 1990 BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGTS	ENPLS	%	AGTS	ENPLS	%	AGTS	ENPLS	%
ALL INDUSTRIES	511	532,228	6.5	139	178,380	6.1	372	353,848	6.7
MANUFACTURING	150	134,942	5.8	64	99,533	6.0	86	35,409	5.2
FOOD, BEVERAGE	14	4,925	5.6	5	2,019	5.1	9	2,906	5.9
TOBACCO PRODUCTS	1	695	6.5	.	.	.	1	695	6.5
RUBBER, PLASTICS	4	2,170	5.2	3	1,310	5.5	1	860	4.8
LEATHER	5	2,752	5.2	.	.	.	5	2,752	5.2
TEXTILE	9	4,143	5.2	.	.	.	9	4,143	5.3
KNITTING MILLS	1	231	6.5	.	.	.	1	231	6.5
CLOTHING	2	462	5.7	.	.	.	2	462	5.7
WOOD	6	1,616	4.5	1	355	3.4	5	1,261	4.9
FURNITURE, FIXTURES	5	1,418	5.4	1	200	8.5	4	1,218	4.9
PAPER	16	6,745	5.4	.	.	.	16	6,745	5.4
PRINTING, PUBLISHING	4	2,135	5.7	.	.	.	4	2,135	5.7
PRIMARY METALS	13	16,559	5.7	12	16,309	5.7	1	250	5.9
FABRICATED METALS	11	3,072	5.3	6	1,467	5.6	5	1,605	5.0
MACHINERY	3	816	5.2	2	610	5.7	1	206	3.8
TRANSPORTATION EQUIPMENT	24	72,722	6.2	19	70,641	6.3	5	2,081	3.5
ELECTRICAL PRODUCTS	14	5,285	4.8	6	2,424	5.3	8	2,861	4.4
NON-METALLIC MINERALS	9	5,002	5.3	6	3,375	5.0	3	1,627	6.0
PETROLEUM, COAL	2	535	5.7	.	.	.	2	535	5.7
CHEMICALS	3	1,986	5.7	1	400	5.5	2	1,586	5.7
OTHER MANUFACTURING	4	1,673	5.3	2	423	5.4	2	1,250	5.3
NON-MANUFACTURING, EXCLUDING CONSTRUCTION	306	286,060	6.6	75	78,847	6.1	231	207,213	6.8
FORESTRY	1	400	5.4	.	.	.	1	400	5.4
MINING, QUARRYING	9	3,735	4.8	7	3,146	4.4	2	589	6.7
TRANSPORTATION	13	13,251	5.0	6	6,888	5.3	7	6,363	4.8
COMMUNICATIONS	3	12,925	5.4	2	12,655	5.4	1	270	6.4
ELECTRIC, GAS, WATER	4	18,285	6.7	1	16,500	6.8	3	1,785	6.2
WHOLESALE TRADE	2	580	6.7	.	.	.	2	580	6.7
RETAIL TRADE	20	41,125	6.3	1	290	9.9	19	40,835	6.3
FINANCE, INSURANCE CARRIERS	1	300	5.7	.	.	.	1	300	5.7
REAL ESTATE, INSURANCE AGENCIES	1	1,000	5.9	.	.	.	1	1,000	5.9
EDUCATION, RELATED SERVICES	134	78,999	6.5	53	36,249	6.5	81	42,750	6.4
HEALTH, WELFARE SERVICES	59	22,830	7.1	.	.	.	59	22,830	7.1
RECREATIONAL SERVICES	1	400	6.7	.	.	.	1	400	6.7
MANAGEMENT SERVICES	6	6,715	7.1	1	470	5.4	5	6,245	7.3
ACCOMMODATION, FOOD SERVICES	10	3,884	6.6	.	.	.	10	3,884	6.6
OTHER SERVICES	1	250	5.4	.	.	.	1	250	5.4
FEDERAL GOVERNMENT	10	6,944	5.0	.	.	.	10	6,944	5.0
PROVINCIAL GOVERNMENT	12	63,700	7.7	.	.	.	12	63,700	7.7
LOCAL GOVERNMENT	19	10,737	5.8	4	2,649	3.3	15	8,088	6.6
CONSTRUCTION	55	111,226	6.9	.	.	.	55	111,226	7.1

TABLE 7
WORK STOPPAGES UNDER ONTARIO JURISDICTION BY INDUSTRY
1990 and 1989

	1990			1989		
	NO.	NO. OF WORKERS	PERSON DAYS LOST	NO.	NO. OF WORKERS	PERSON DAYS LOST
ALL INDUSTRIES	218	81,022	2,957,640	190	45,679	868,630
MANUFACTURING 1960 SIC	116	42,347	1,621,560	101	20,402	450,320
FOOD AND BEVERAGE 101-147	6	330	2,530	7	980	31,060
RUBBER 161-169	2	64	820	3	2,033	54,850
LEATHER 172-179	1	87	1,650	2	271	3,840
TEXTILE 183-229	2	218	8,270	3	285	3,810
WOOD 251-259	7	1,132	36,850	3	365	4,070
FURNITURE AND FIXTURES 261-268	2	62	180	6	636	18,580
PAPER AND ALLIED 271-274	17	4,471	195,180	3	187	8,880
PRINTING, PUBLISHING AND ALLIED 286-289	9	488	30,990	8	573	48,740
PRIMARY METAL 291-298	13	15,271	1,081,180	1	525	1,120
METAL FABRICATING 301-309	14	677	7,430	18	2,456	36,880
MACHINERY, EXCEPT ELECTRICAL 311-318	5	273	8,640	9	1,181	38,240
TRANSPORTATION EQUIPMENT 321-329	16	16,031	139,760	14	6,070	106,380
ELECTRICAL PRODUCTS 331-339	9	1,164	33,810	9	2,636	67,180
NON-METALLIC MINERAL PRODUCTS 341-359	7	1,240	14,190	6	679	14,990
CHEMICAL AND CHEMICAL PRODUCTS 371-379	4	360	33,110	3	210	3,310
MISCELLANEOUS MANUFACTURING 381-399	2	479	26,970	6	1,315	8,390
NON-MANUFACTURING 1960 SIC EXCLUDING CONSTRUCTION	95	8,717	295,960	83	21,009	381,590
AGRICULTURAL SERVICES 021	.	.	.	1	107	2,030
MINES, QUARRIES AND OIL WELLS 051-099	6	1,141	128,040	1	92	5,790
TRANSPORTATION 504-519	10	664	17,700	12	1,994	12,400
ELECTRIC, POWER, GAS, WATER UTIL 572-579	4	185	840	10	1,619	54,930
TRADE 602-699	24	749	21,150	14	879	23,660
FINANCE, INSURANCE, REAL ESTATE 702-737	3	65	3,670	2	54	790
EDUCATION AND RELATED SERVICES 801-809*	13	4,796	96,120	11	13,315	203,380
HEALTH AND WELFARE SERVICES 821-828	5	306	5,720	10	492	24,070
MOTION PICTURE, RECREATIONAL SERV 851-859	2	23	1,960	2	67	850
SERVICES TO BUSINESS MANAGEMENT 861-869	1	45	4,240	1	250	170
PERSONAL AND COMMUNITY SERVICES 871-879	5	116	3,220	2	213	2,720
ACCOMMODATION AND FOOD SERVICES 875	4	223	3,490	4	684	5,180
MISCELLANEOUS SERVICES 891-899	6	61	900	.	.	.
PUBLIC ADMINISTRATION 931/951	12	343	8,910	13	1,243	45,620
CONSTRUCTION INDUSTRY 1960 SIC 404-421	7	29,958	1,040,120	6	4,268	36,720

* Statistics include 2 work stoppages in SIC 801 not published in May-Sept reports.

restrictions on lay-offs and income protection for laid off workers. Employers will likely be seeking contract concessions to maintain a competitive edge in the free trade era.

Pay Equity, a bargaining issue carried forward from 1990 could increase in importance in 1991. In addition to the possible extension of the legislation, January 1 was the deadline for posting pay equity plans for private sector employers with 100 to 499 employees and the date on which private sector firms with 500 or more employees must begin wage adjustments.